



Benefits Summary

Professional Fire Fighters Association

Compensation	
Merit Increases	5% increase (providing the employee is not at the top step) at 6 months and annually thereafter. Probation period is 18 months following appointment.
O.T. & Shifts	Regular OT rates for required hours. Premium OT rates for additional OT worked (at 1.5x)
Special Assignment Position	5% for designated special assignment
Special Compensations	Bilingual - \$75.00
Health and Welfare	
Health Care	<p>- As of 1/1/18, the City will pay up to 80% cost of Kaiser Sacto Region for applicable level: employee only, employee plus one, employee plus two or more (\$563.17 / \$1,126.34 / \$1,464.24).</p> <p>- Employee pays difference between amount covered by the City and the plan chosen.</p>
Dental	City pays 100% of premium for employee and dependents: \$50.00 for ee only and \$112.00 for ee + 1 or more
Vision	City pays 100% of premium for employee at \$7.00/mo., employee +1 at \$17.79/mo., and for employee plus family at \$26.28/mo.
Life Insurance	City pays 100% of premium (\$45,000): cost is \$9.81/mo.
Flexible Spending Accounts	Flexible spending accounts available and the cost is paid by employee (medical and dependent care)
Retirement	
Retirement	<p>Safety: 3% @ 50 (if hired prior to 1/1/13 or hired after 1/1/13 and considered a "classic" CalPERS employee with less than 6 month break per the PEPRA regs); Employees pay the entire employee portion (ee portion = 9% for safety) and 3% of the employer portion (total of 12%)</p> <p>Safety: 2.7% @ 57 per the PEPRA regulations if hired on or after 1/1/13 and is considered a "new" CalPERS employee; Employees pay the entire member portion (ee portion = 11.5% for safety) and 3% of the employer portion (total of 14.5%)</p>
Social Security	The City of Lincoln is an agency that participates in social security, pays social security taxes, and participates in the CalPERS retirement system.
Health Insurance for Retirees	If hired after 1/1/98, employee on vesting system (government code 22893) - 100% City Coverage after 20 yrs. based on current State Annuitant Contribution 100/90 formula (weighted average of the premiums of the four largest health benefit plans); must have 5 yrs. vesting with Lincoln and must retire from the City.

Deferred Compensation	Plans available for employee participation only; City does not participate
Leaves	
Vacation ¹	1-4 yrs = 132.2 hours / year
	5-9 yrs = 182.0 hours / year
	10-14 yrs = 196.0 hours / year
	15-17 yrs = 226.8 hours / year
	18+ yrs = 291.2 hours / year
Bereavement Leave	3 Days paid. 400 miles + 2 extra days
Holiday ³	134.4 hours per year
Sick Leave ²	134.4 hours per year
Uniforms	\$900 / yr. allowance paid proportionately in bi-weekly paychecks

Footnotes:

(1) Maximum accruals allowed is 240 hours. If employee reaches the maximum, the accruals cease.

(2) Maximum accruals allowed is 1440 hours. If employee reaches the maximum, the accruals cease.

(3) Holiday and Administrative Leave does not accrue or rollover to following year.